

# City of Cedar Falls/Cedar Falls Firefighters

2001-02  
CEO 119  
SECTOR 2

2002 MAY 24 AM 10:35  
PUBLIC EMPLOYMENT  
RELATIONS BOARD

## IN THE MATTER OF THE ARBITRATION

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CITY OF CEDAR FALLS, IA )

and )

CEDAR FALLS FIREFIGHTERS )

LOCAL 1366 )  
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) Public Employment Relations Board -  
) State of Iowa  
) CEO#119 Section 2  
)  
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## APPEARANCES:

### FOR THE CITY OF CEDAR FALLS

SUSAN STAUDT, Assistant City Attorney

BARRY HASKINS, Personnel Specialist

### CEDAR FALLS FIREFIGHTERS LOCAL #1366

JEFF DANIELSON, Spokesperson

PAUL SCHAEFER, Interim President

TIM BOLLER, Attorney at Law

RICK SHARP, Representative

## ARBITRATION BOARD MEMBERS

JOSEPH J. NITKA, Impartial Arbitrator

JAMES C. HANKS, City of Cedar Falls

LOUIS A. WRIGHT, Cedar Falls Firefighters Local #1366

The undersigned was selected as the Impartial Arbitration Board Member from a panel of arbitrators submitted by the Public Employment Relations Board, State of Iowa. Mr. James C. Hanks, Attorney at Law, was appointed by the City of Cedar Falls, IA., as its Arbitration Board Member. Mr. Louis A. Wright, Vice President, 2<sup>nd</sup> District, International Association of Firefighters, was appointed by Firefighters Local #1366 as its Arbitration Board Member.

The interest arbitration hearing was held on Wednesday, May 15, 2002, at the City Hall in Cedar Falls, Iowa. The Impartial Arbitration Board Member utilized audio recording equipment for a permanent record of the arbitration proceedings. This decision is being forwarded to the parties within fifteen (15) days of the May 15, 2002, hearing date per PERB requirements.

### ISSUES

There were two (2) issues presented to the Arbitration Board Members for Resolution:

#### WAGE INCREASE:

The final offer for arbitration by Firefighters Local #1366 for the Firefighters, Lieutenants and Minimum Rental Housing Inspector was a 3.25% across the board wage increase.

The final offer for arbitration by the City of Cedar Falls, Iowa, was a 3% across the board wage increase for Firefighters, Lieutenants and Minimum Rental Housing Inspector.

**HEALTH INSURANCE:**

The Firefighters final offer for arbitration was a 15% increase in employee family plan contributions. No other change for current insurance coverage.

The City's final offer for arbitration was:

1. The City's monthly contribution to Employee insurance to be increased from the current contribution of \$653.19 (Family) and \$238.44 (Single) to \$885.77 (Family) and \$324.96 (Single).
2. Health Insurance coverage is as detailed on the following page.

# City Provides Health Insurance Coverage

## SAME DEDUCTIBLE & CO-INSURANCE

	Family Plan		Single Plan	
	Monthly	Annual	Monthly	Annual
Employee Contribution	\$129.08	\$1,548.96	\$26.00	\$312.00
City Contribution	\$885.77	\$10,629.24	\$324.96	\$3,899.52
Total	\$1,014.85	\$12,178.20	\$350.96	\$4,211.52
*Same Deductible & Co-Insurance Limits (\$100 (\$/\$200 (F) - Deductible, \$500 (\$/\$1000 (F) - Out-of-Pocket)				
Employee Deductible	Employee Contribution		Employee Contribution	
Employee Out-of-Pocket	\$200.00		\$100.00	
Spouse/Dependent Deductible	\$1,000.00		\$500.00	
Spouse/Dependent Out-of-Pocket	\$200.00			
	\$1,000.00			

## INCREASED DEDUCTIBLE & CO-INSURANCE

	Family Plan		Single Plan	
	Monthly	Annual	Monthly	Annual
Employee Contribution	\$49.58	\$594.96	\$0.00	\$0.00
City Contribution	\$885.77	\$10,629.24	\$324.96	\$3,899.52
Total	\$935.35	\$11,224.20	\$324.96	\$3,899.52
*Higher Deductible & Co-Insurance Limits (\$500 (\$/\$1000 (F) - Deductible, \$1000 (\$/\$2000 (F) - Out-of-Pocket)				
Employee Deductible	Employee Contribution		Employee Contribution	
Employee Out-of-Pocket	\$200.00		\$100.00	
Spouse/Dependent Deductible	\$1,000.00		\$500.00	
Spouse/Dependent Out-of-Pocket	\$2,000.00		\$400.00	
			\$500.00	

The arbitration hearing consisted of the Firefighters Local #1366 representative and then the City of Cedar Falls, Iowa, representative describing various exhibits and offering explanations in support of their respective offers. The Impartial Arbitration Board Member then called for a short recess and left the hearing room. Shortly thereafter the Impartial Board Member was informed that the parties were having discussions about their respective final offer for arbitration. After a period of time, the Impartial Board Member was asked to return to the hearing room and the parties presented the following joint final offer for arbitration on behalf of both the Firefighters and the City of Cedar Falls as follows:

### WAGES

3.25% across the board for all firefighters, lieutenants and minimum rental housing inspector.

### HEALTH INSURANCE

<b><u>Current Plan:</u></b>	\$100 (S) and \$200 (F) Deductible \$500 (S) and \$1000 (F) Out of Pocket Maximum
<b><u>Single Plan:</u></b>	City contributes 100% of premium.
<b><u>Family Plan:</u></b>	City contributes 90% of total family premium and Employees contribute 10% of total family premium.
	City Contribution: \$ 913.37
	Employee Contribution: <u>101.48</u>
	\$1014.85

**Alternate Plan:** \$500 (S) and \$1000 (F) Deductible  
\$1000 (S) and \$2000 (F) Out of Pocket Maximum

**Single Plan:** City contributes 100% of premium.

**Family Plan:** City pays same amount as above and Employee contributes the remaining portion of premium.

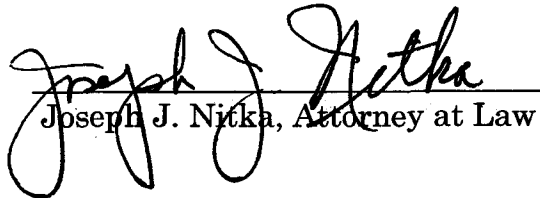
City Contribution	\$ 913.37
Employee Contribution:	<u>21.98</u>
	\$ 935.35

Employee Deductible and Out of Pocket Maximums reimbursed by City at same level as presently reimbursed, regardless of which plan is selected. (\$100 of deductible and \$500 of out of pocket maximum)

Insurance Committee shall be established within 30 days of date of decision. Union shall designate established number of members.

The Arbitration Board Members conferred on this joint final offer for arbitration agreed to by the parties and accepted it as the Award of the Board of Arbitrators.

IMPARTIAL ARBITRATION BOARD MEMBER

  
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Joseph J. Nitka, Attorney at Law

FILED  
2002 MAY 24 AM 10:35  
IOWA PUBLIC EMPLOYMENT  
RELATIONS BOARD


**CERTIFICATE OF SERVICE**

I certify that on the 22nd day of May, 2002, I served the foregoing Award upon each of the parties to this matter by mailing a copy to them at their respective addresses as shows below:

Ms. Susan Bernau Staudt  
Assistant City Attorney  
City of Cedar Falls, Iowa  
220 Clay Street  
Cedar Falls, Iowa 50614

Mr. Jeff Danielson  
Firefighters Local #1366  
3906 Montrey Drive  
Waterloo, Iowa 50701

I further certify that on the 22nd day of May, 2002, I have submitted this Award for filing by mailing it to the Iowa Public Relations Board, 514 East Locust, Suite 202, Des Moines, Iowa, 50309.

  
Impartial Arbitrator,  
Board of Arbitration